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SOURCE Zeri i Popullit.

MANPOWER PROBLEMS IN ALBANIA

Summary: A shortage of qualified personnel exists in Albania, according to the following reports, taken from Zeri i Popullit, 14 - 31 May 1952. Koco Theodhosi, president of the State Planning Commission, states that industry, mining, transport, and agriculture have not procured the trained manpower necessary for expansion. Rapo Dervishi, Minister of Construction, suggested the employment of women in his sector. Several examples of the use of women in agriculture are cited, as is the fact that 16 percent of the workers in the Stalin Petroleum Combine are women. 7

SHORTAGE OF QUALIFIED PERSONNEL -- Tirana, Zeri i Popullit, 21 May 52

Koco Theodhosi, president of the State Planning Commission, speaking before a meeting of the People's Council held on 20 May 1952, announced that, during the first 2 years of the Five-Year Plan, 6,700 qualified workers had been trained, while in 1951 more than 6,400 workers had attended qualification courses and 2,900 had attended advanced courses.

However, he added, in spite of all these efforts, the work in personnel training had not been sufficient. Whereas industry, mining, transport, and agriculture had grown by leaps and bounds, Albania's need for personnel had not been met, he said. Qualified workers, especially high-grade workers, were lacking. There was not enough intermediate technical help to master new techniques and the complicated machinery received from the USSR. This lack of qualified personnel, Theodhosi stated, had become evident in 1951. For example, qualified workers in one area were removed from a number of enterprises and local projects in order to set up a new enterprise.

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There were many examples, Theodhosi continued, of the disproportion between the great development of industry, mines, communications, and agriculture and the inadequate number of qualified workers. It was because of this shortage that, in the first quarter of 1952, the Stalin City Petroleum Combine utilized only 50 percent of its machinery and could operate its drills only 55 percent of the working day. The Tirana sawmill could operate only 49 percent of its machinery. Furthermore, in 1951, for lack of qualified technicians in workshops and management many industrial products, such as macaroni, soap, shoes and rubber goods, were poor in quality. Roads were asphalted with low-grade material.

Theodhosi stressed that the problem of personnel training had not been considered one of the essentials for plan fulfillment. He pointed out, for example, that in industrial centers there were still many illiterate workers.

To overcome the existing disproportion, not only between the demands of industry and the available workers, but also between qualified and unqualified workers, the Five-Year Plan provided higher technical training for 81 percent of both qualified and unqualified workers by 1955 as compared with 31 percent in 1950.

#### SHORTAGE OF QUALIFIED CONSTRUCTION PERSONNEL -- Tirana, Zeri i Popullit, 21 May 52

Rapo Dervishi, Minister of Construction, speaking before the People's Assembly on 20 May 1952 on the Five-Year Plan, said that within 5 years 5,400 personnel and specialists must be trained and 5,300 more must have advanced training. So far, however, he stated, progress in this direction had been insufficient.

He urged the responsible personnel of enterprises not to await the ministry's approval on actions which do not require such approval. More initiative should be shown by enterprise managers, he said. On its part, the ministry should eliminate certain actions which under the guise of coordination, served only to restrict the legal rights of enterprises. Without elimination of these shortcomings in the construction sector, it would be impossible to fulfill the Five-Year Plan, he continued.

Certain enterprises under the Ministry of Industry, Dervishi declared, must furnish a greater assortment of goods at the proper time. Delays, especially at sawmills, were obstructing work in building yards. Moreover, certain executive committees did not provide the manpower required for prompt execution of planned construction. A solution of the manpower problem, he added, lay in the increased participation of women in construction work. Such participation was now only about 5 percent; this number, especially in building yards in cities, should be increased, he concluded.

#### WOMEN PARTICIPATE IN FARM WORK PRODUCTION -- Tirana, Zeri i Popullit, 14 May 52

The women of Kukes Rreth have become an example in farm work. In the villages of this rreth, during the spring sowing, 1,118 women participated in 47 collectives. Many women worked along with the men in farm sowing. Others collected ashes, which are used to fertilize the soil. The women of Surreje village fertilized their lands with 1,210 barrels of organic fertilizer. The women of Barje and Zapoti fertilized 90 percent of their lands.

In the Stalin Petroleum Combine, 15 percent of the workers are women. The participation of women in industrial production is daily increasing. In comparison with 1950, the 1952 percentage of women in industries increased 311.6 percent.

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Today in the combine 92 women hold the title of shockworkers and 27 have been decorated with medals and work orders. Two of these hold the medal of bravery.

**MANPOWER PROCUREMENT IN AGRICULTURE -- Tirana, Zeri i Popullit, 30 May 52**

The procurement of manpower is one of the most important problems in the fulfillment of the Five-Year Plan. For this reason the party and government have devoted special attention to this problem in agriculture.

The executive committee of the Kolonje Rreth people's council sent a quarterly plan for manpower procurement to the village councils. However, the villagers of Qinan did not fulfill this plan in the first quarter of 1952. Moreover, in the first 2 months of the second quarter the village failed to register any of the 11 workers which it was required to provide. The reason for this situation lay in the lack of personal example on the part of Communists and in the weak political work of the Qinan primary party organization.

The failure of Ramadan Ibrahim, secretary of the primary party organization, to take the proper steps exerted a bad influence on local Communists as well as on nonparty members. In his own family there were 11 workers, five men and six women, but not one of them registered for work. This was also true of other Communists such as Ramadan in Qinan.

The lack of personal example on the part of the Communists resulted in poor political work among other villagers. The villagers failed to fight the erroneous attitude which existed among farmers, such as Qani Zylfoja. The manpower problem was never discussed in primary party meetings because the spirit of criticism and self-criticism was lacking.

Procurement of manpower necessarily includes the participation of women in production. The Second Party Congress considered such participation one of the principal duties of the party. However, the primary party organization of Qinan remained disinterested and the Communists did not set a good example. For example, of the six women in Ibrahim's own family, not one took part in farm work.

Kulak Sulo Tefiku prevented the women of his family from taking part in agricultural production, telling them they were housewives not farm hands. These works spread to other villages. As a result, Zeni Musareja and Gani Veriteniku also prevented their women from doing farm work.

It is noteworthy that the party committee of the primary organization of Qinan gave little aid in this problem. The Qinan organization should analyze the situation and criticize its past work. It should then take measures to strengthen political work among the villagers. The Communists should be the first to set a good example.

**EXECUTIVE COMMITTEES SCORED -- Tirana, Zeri i Popullit, 31 May 52**

The problem of manpower is not correctly viewed by some executive committees of rreth people's councils. Consequently, there is a shortage of manpower in industrial centers, and production suffers. The common excuse given is that this is the season for work in the fields. The real reason, however, is lack of organization. Some executive committees have succeeded in finding manpower for both industry and agriculture but there are still great differences between various rreths. Gramsh, Rreshen, Skrapar, Berat, and Elbasan rreths, for example, were poorly organized, while Kruje, Gjinokaster, Sarande, and Durres rreths have achieved satisfactory results.

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Since the village is the leading source of manpower, the duties of the local authorities and party in villages are of great importance in solving the manpower problem. But the chief responsibility rests with the executive committees of people's councils in the vrreths.

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